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› November 2020



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Average Weekly Earnings, Australia

Results of the Survey of Average Weekly Earnings containing estimates of earnings classified by industry, sector and state/territory

Reference period November 2020

Released 25/02/2021

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Key statistics

Estimates for average weekly ordinary time earnings for full-time adults (seasonally adjusted):

- Increased by 3.2% to \$1,711.60 annually to November 2020.
- Males: \$1,970.90 (public), and \$1,770.30 (private).
- Females: \$1,762.00 (public), and \$1,475.50 (private).

The Australian Bureau of Statistics' Average Weekly Earnings survey is designed to measure the level of average earnings in Australia at a point in time. Movements in average weekly earnings can be affected by changes in both the level of earnings per employee and in the composition of the labour force. Factors which can contribute to compositional change include variation in the proportion of full-time, part-time, casual and junior employees; variation in the occupational distribution within and across industries; variation in the distribution of employment between industries; and variation in the distribution of hours worked and paid for.

For more information on compositional changes, see [Spotlight: Increases in Average Weekly Earnings – compositional changes during the COVID-19 period \(/statistics/labour/earnings-and-work-hours/average-weekly-earnings-australia/may-2020#spotlight-increases-in-average-weekly-earnings-compositional-changes-during-the-covid-19-period\)](https://statistics/labour/earnings-and-work-hours/average-weekly-earnings-australia/may-2020#spotlight-increases-in-average-weekly-earnings-compositional-changes-during-the-covid-19-period).

Average weekly earnings, key figures, Australia, November 2020

	Nov 2020	Nov 2019 to Nov 2020
	\$	% change
Seasonally Adjusted		
Full-time adult average weekly ordinary time earnings(a)	1,711.60	3.2
Full-time adult average weekly total earnings	1,767.20	2.7
All employees average weekly total earnings(a)	1,280.30	1.9
Original		
Full-time adult average weekly ordinary time earnings	1,711.60	3.2
Full-time adult average weekly total earnings	1,769.90	2.7
All employees average weekly total earnings	1,280.30	1.9

a. This component is not seasonally adjusted.

Survey impacts

COVID-19 impacts on AWE

The COVID-19 period has been unprecedented in the scale and speed of changes in the labour market. As various restrictions to control COVID-19 have been implemented, relaxed and lifted, employment and hours have changed considerably.

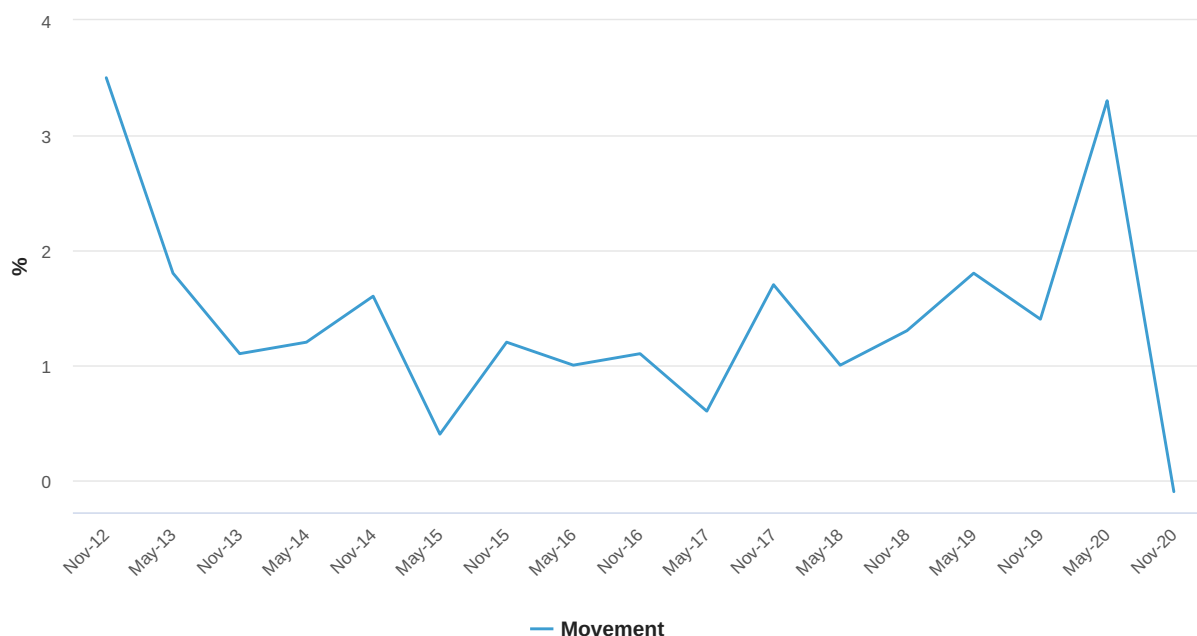
The May 2020 cycle of the Survey of Average Weekly Earnings (AWE) collected data from businesses for the last pay period ending on or before 15 May, 2020. At that stage, there were widespread social distancing and other business-related restrictions in place to reduce the spread of COVID-19. These restrictions led to a large decrease in the number of jobs, people employed and hours worked, with lower paid jobs and industries particularly

impacted, including jobs in Accommodation and food services, Arts and recreation services, and Other services. The large-scale loss of lower paid jobs in these industries had the effect of increasing the value of average weekly earnings at the total economy level. The full-time adult average weekly earnings increased by 3.3 per cent biannually over this time.

By the November 2020 reference period (the last pay period ending on or before 20 November, 2020), most state and territory border restrictions had started to relax and restrictions around the country had eased significantly. The number of people employed in November was back to around 1 per cent below the March 2020 level when COVID-19 restrictions were first implemented (as per [Labour Force, Australia \(/statistics/labour/employment-and-unemployment/labour-force-australia/jan-2021\)](#) estimates). The recovery in the labour market was widespread among all industries, however, the pace of recovery differed, with some industries still impacted by the continued restrictions on activity and travel. The jobs still impacted were mostly within the same lower paid industries noted above. These ongoing compositional shifts in the workforce contributed to the elevated levels of average weekly earnings in November 2020, despite subdued underlying wage growth (as per [Wage Price Index, Australia \(/statistics/economy/price-indexes-and-inflation/wage-price-index-australia/sep-2020\)](#)).

In addition to the compositional shift, a further factor in the elevated average weekly earnings was increased demand for specialist services, including information technology and health care workers.

Six monthly movement - Average weekly ordinary time earnings, Full-time adults, Seasonally adjusted



Continued suspension of trend estimates

Consistent with other ABS labour statistics, the AWE trend series have been suspended until more certainty emerges in the underlying trend in earnings estimates over the COVID-19 period. The reinstatement of AWE trend estimates will be reviewed for the May 2021 cycle. Spreadsheets containing seasonally adjusted and original data will continue to be published in the standard format, but trend spreadsheets will not be published during the COVID-19 period.

Seasonal adjustment

During the COVID-19 period, the ABS will use forward seasonal factors to produce some seasonally adjusted average weekly earnings estimates. Forward factor adjustments are generally better suited to managing large movements at the end point of a series and ensure that large movements do not have a disproportionate influence on the seasonal

factors. The forward factor approach is not considered suitable for series with a non-seasonal span, and the concurrent adjustment method continued to be used for these series. For a more detailed discussion on the implications of unusual events on time series, see [When it's not "business-as-usual": Implications for ABS Time Series \(https://www.abs.gov.au/ausstats/abs@.nsf/Previousproducts/1350.0Feature%20Article1Aug%202009?opendocument&tabname=Summary&prodno=1350.0&issue=Aug%202009&num=&view=\).](https://www.abs.gov.au/ausstats/abs@.nsf/Previousproducts/1350.0Feature%20Article1Aug%202009?opendocument&tabname=Summary&prodno=1350.0&issue=Aug%202009&num=&view=).)

Treatment of JobKeeper-supported earnings

Employee earnings that were supported by the JobKeeper wage subsidy (including those whose pay was entirely supported by the fortnightly JobKeeper payment) were in scope for the AWE survey. May and November 2020 estimates continue to reflect the longstanding measure of average employee earnings, and include a combination of earnings that were not supported by JobKeeper, that were partially supported by JobKeeper and that were entirely supported by JobKeeper.

However, to ensure that the Full-time adult series continued to best reflect earnings for adults working full-time hours, adult employees who had a reduction from full-time hours and an accompanying change in earnings in the reference week (compared with the pre-COVID-19 period) were removed from the Full-time adult category. These employees were still included in the All employees series. The ABS worked closely with data providers to identify such employees, and to ensure that data best reflected their working arrangements.

Employees who are stood down without pay are out of scope for the AWE survey.

Survey responses remain high in November

Responses for the Average Weekly Earnings November 2020 quarter remained high, with similar levels of responses to previous cycles. The ABS would like to thank the Australian business community for their continued support in responding to our surveys during such a difficult time, given how critically important this information is.

Australia

Average weekly earnings, Australia, seasonally adjusted, November 2020

	Nov 2020	Nov 2019 to Nov 2020
	\$	% change
Males		
Full-time adult average weekly ordinary time earnings(a)	1,804.20	3.0
Full-time adult average weekly total earnings	1,882.80	2.4
All employees average weekly total earnings(a)	1,526.60	1.9
Females		
Full-time adult average weekly ordinary time earnings(a)	1,562.00	3.6
Full-time adult average weekly total earnings	1,582.00	3.5
All employees average weekly total earnings	1,050.80	2.2
Persons		
Full-time adult average weekly ordinary time earnings(a)	1,711.60	3.2
Full-time adult average weekly total earnings	1,767.20	2.7
All employees average weekly total earnings(a)	1,280.30	1.9

a. This component is not seasonally adjusted.

Average weekly earnings, Australia, original, November 2020

	Nov 2020	Nov 2019 to Nov 2020
	\$	% change
Males		
Full-time adult average weekly ordinary time earnings	1,804.20	3.0
Full-time adult average weekly total earnings	1,886.00	2.4
All employees average weekly total earnings	1,526.60	1.9
Females		
Full-time adult average weekly ordinary time earnings	1,562.00	3.6
Full-time adult average weekly total earnings	1,582.30	3.5
All employees average weekly total earnings	1,050.60	2.2
Persons		
Full-time adult average weekly ordinary time earnings	1,711.60	3.2
Full-time adult average weekly total earnings	1,769.90	2.7
All employees average weekly total earnings	1,280.30	1.9

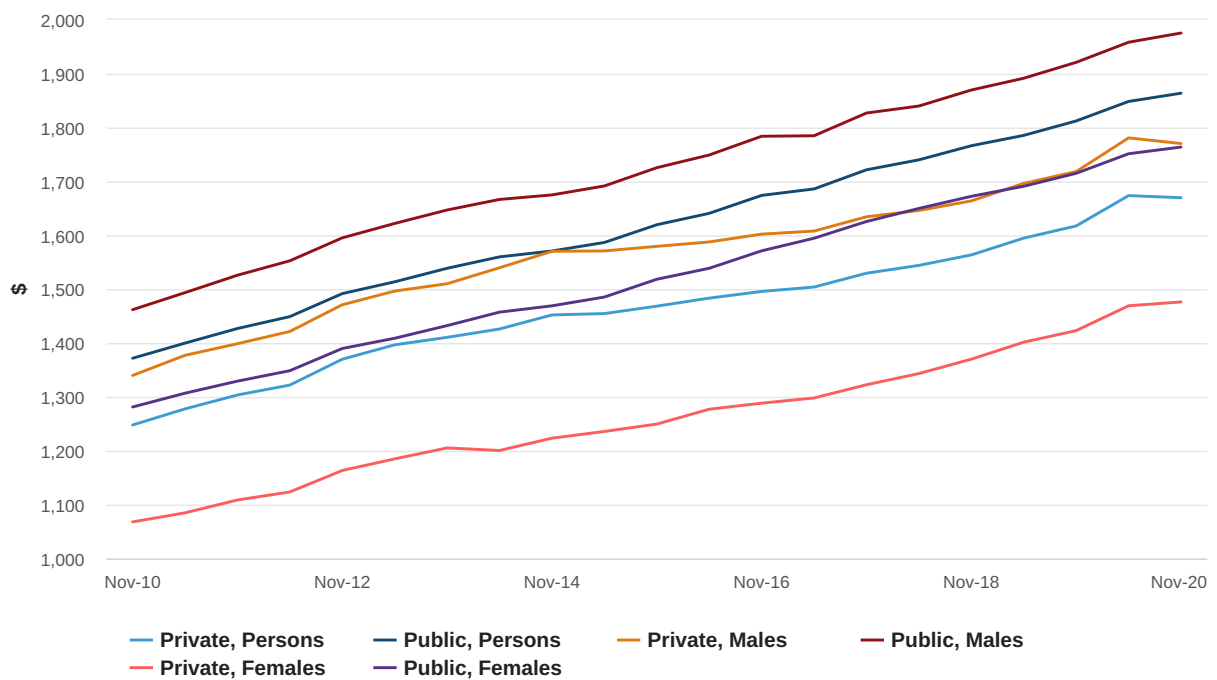
It is important to note that while Average Weekly Earnings data can be used to compare, at the very broad level, average earnings between males and females, such comparisons do not take into account a range of compositional differences. For example, differences in occupation or hours worked can contribute significantly to the differences observed between male and female earnings. Details of occupation and hours worked are not collected in the Average Weekly Earnings survey. For further comparisons between male and female wages, including hourly rates and by occupation, refer to [Employee Earnings and Hours, Australia \(https://www.abs.gov.au/ausstats/abs@.nsf/mf/6306.0\)](https://www.abs.gov.au/ausstats/abs@.nsf/mf/6306.0).

Private and public sector earnings

Average weekly earnings, by sector, original, November 2020

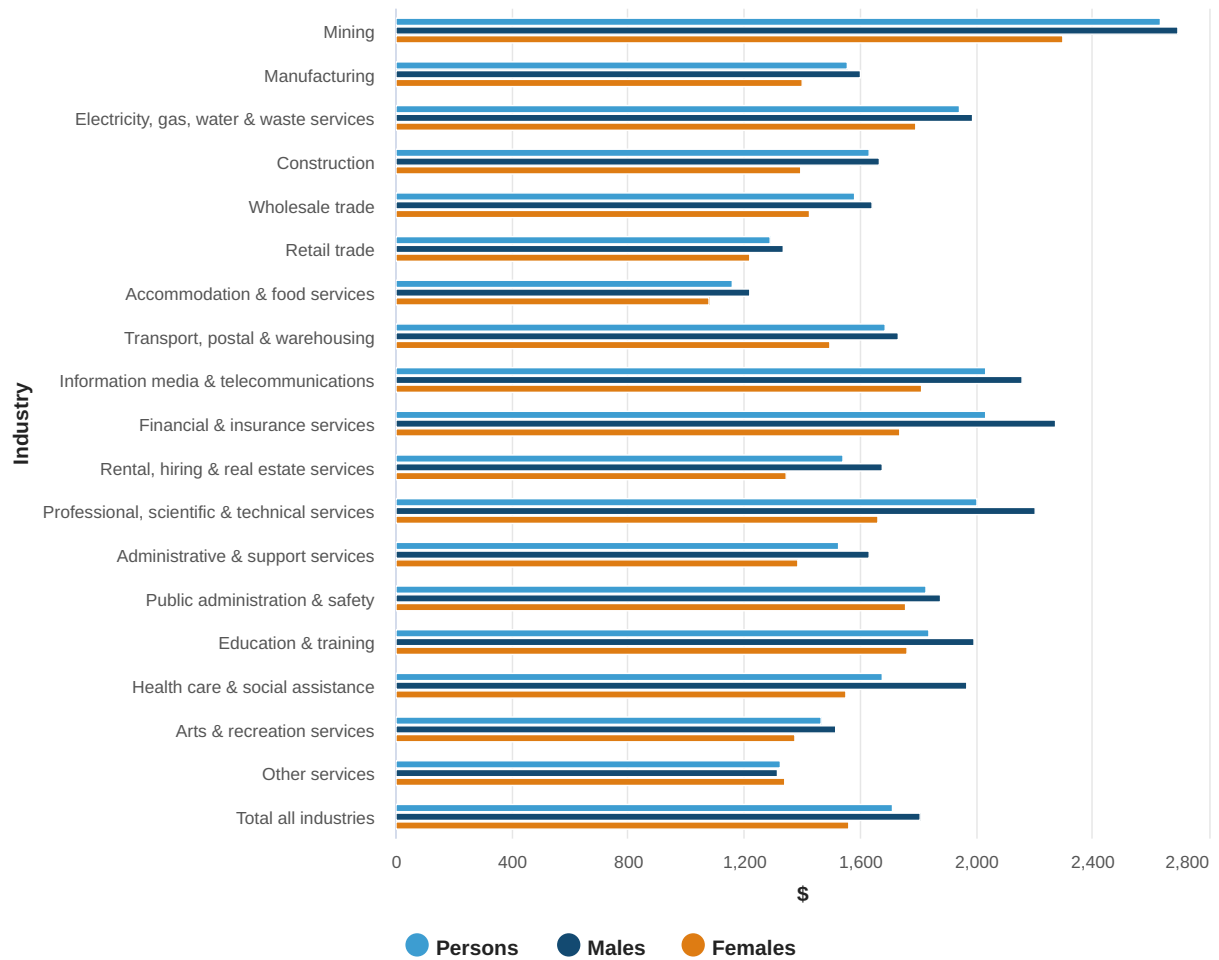
		Nov 2020	Nov 2019 to Nov 2020
		\$	% change
Australia			
	Full-time adult average weekly ordinary time earnings	1,711.60	3.2
	Full-time adult average weekly total earnings	1,769.90	2.7
	All employees average weekly total earnings	1,280.30	1.9
Private Sector			
	Full-time adult average weekly ordinary time earnings	1,669.70	3.2
	Full-time adult average weekly total earnings	1,729.40	2.7
	All employees average weekly total earnings	1,216.20	1.4
Public Sector			
	Full-time adult average weekly ordinary time earnings	1,863.70	2.8
	Full-time adult average weekly total earnings	1,916.80	2.6
	All employees average weekly total earnings	1,563.60	3.8

Average weekly ordinary time earnings, full time adults by sector, original



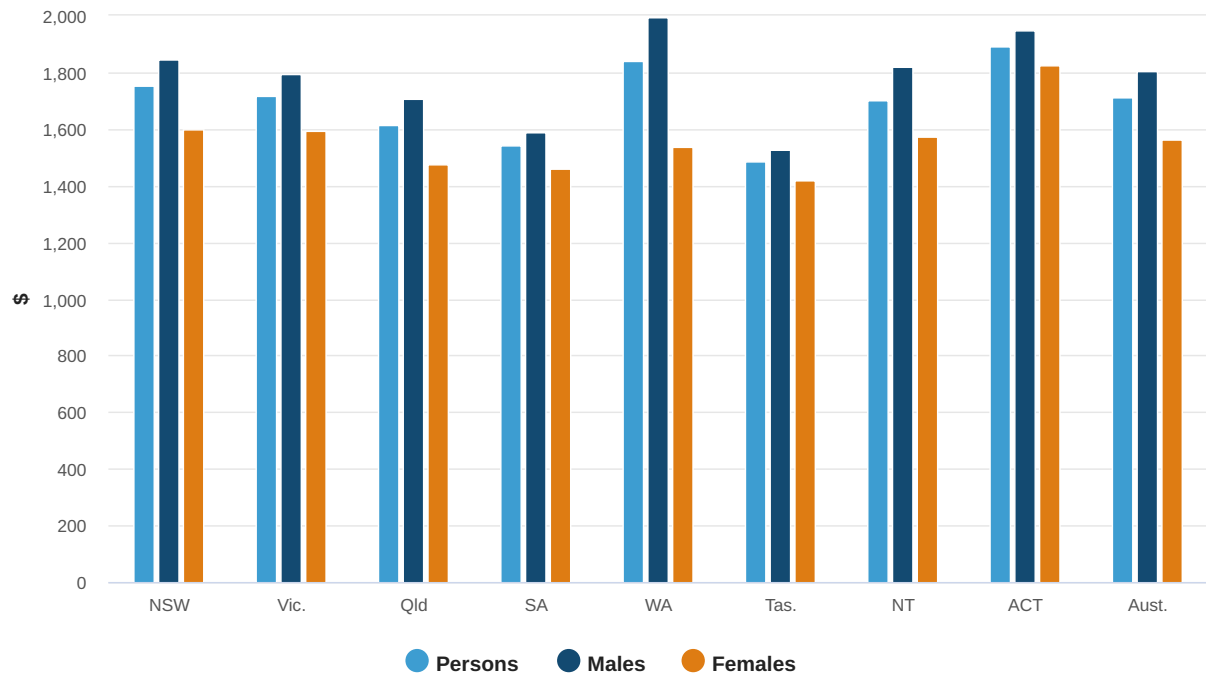
Industry earnings

Average weekly ordinary time earnings, full time adults by industry, original



State and territory earnings

Average weekly ordinary time earnings, full time adults by state, original



Average weekly cash earnings

Tables in the other sections of this release relate exclusively to estimates of employee earnings excluding amounts salary sacrificed. This section includes information on Average Weekly Cash Earnings (AWCE), which provides estimates of employee earnings including amounts salary sacrificed.

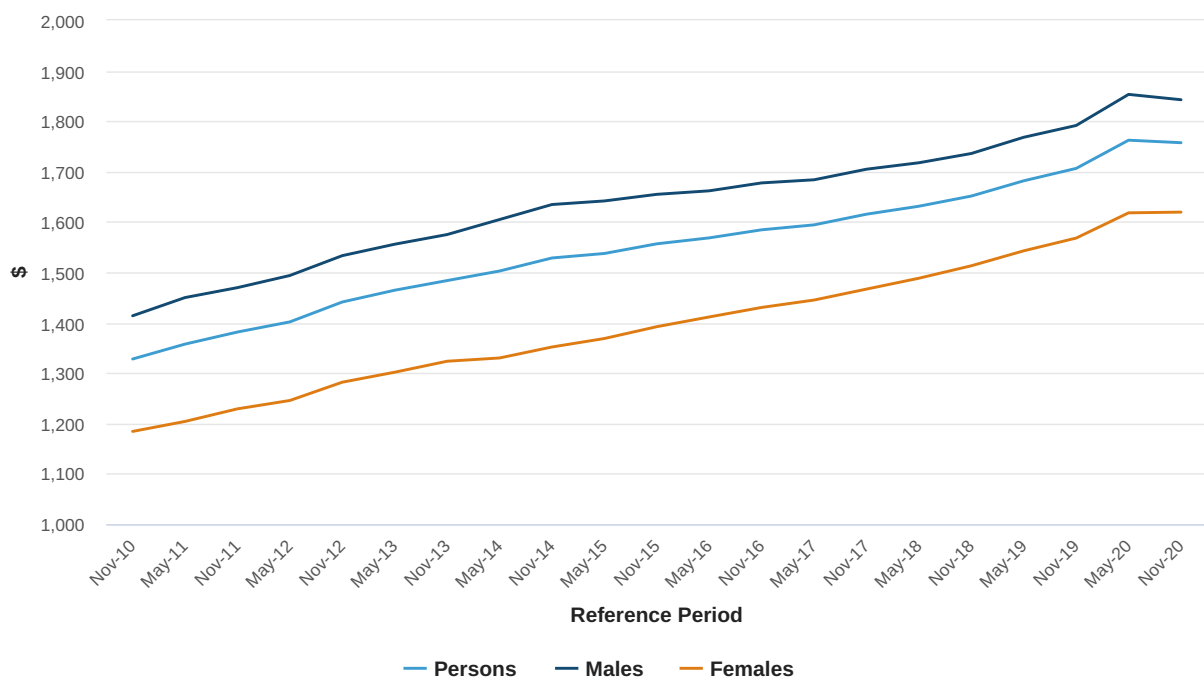
Salary sacrifice is defined as an arrangement where an employee agrees to forgo part of his or her salary in return for benefits of a similar value. Common types of salary sacrifice arrangements include pre-tax contributions to superannuation funds and novated leases for motor vehicles.

Amounts salary sacrificed by an employee can be affected by a change in his or her earnings (for example, an increase in the level of overtime worked or commissions earned).

Additionally, some employees sacrifice more of their salary at the beginning of the financial

year and then the amount tapers off towards the end of the year when he or she has reached the concessional contributions cap for salary sacrificing superannuation. For other employees, the amount of salary sacrificed increases towards the end of the financial year to ensure the cap is reached. A [feature article \(https://www.abs.gov.au/AUSSTATS/abs@.nsf/Previousproducts/6302.0Main%20Features8Nov%202012?opendocument&tabname=Summary&prodno=6302.0&issue=Nov%202012&num=&view=\)](https://www.abs.gov.au/AUSSTATS/abs@.nsf/Previousproducts/6302.0Main%20Features8Nov%202012?opendocument&tabname=Summary&prodno=6302.0&issue=Nov%202012&num=&view=) examining Salary Sacrifice arrangements of Australian employees was published in the November 2012 AWE release.

Average weekly ordinary time cash earnings, full time adults, original



Data downloads

Time series spreadsheets

Table 2. Average weekly earnings, Australia (dollars) - seasonally adjusted

[↓ Download XLS](#)

[62 KB]

Table 3. Average weekly earnings, Australia (dollars) - original

[↓ Download XLS](#)

[73 KB]

Table 5. Average weekly earnings, private sector - Australia (dollars) - seasonally adjusted

[↓ Download XLS](#)

[62 KB]

Table 6. Average weekly earnings, private sector - Australia (dollars) - original

[↓ Download XLS](#)

[73.5 KB]

Table 8. Average weekly earnings, public sector - Australia (dollars) - seasonally adjusted

[↓ Download XLS](#)

[62 KB]

Table 9. Average weekly earnings, public sector - Australia (dollars) - original

[↓ Download XLS](#)

[74 KB]

Table 10a. Average weekly earnings, industry, Australia (dollars) - original - males, full time adult ordinary time earnings

[↓ Download XLS](#)

[93.5 KB]

Table 10b. Average weekly earnings, industry, Australia (dollars) - original - males, full time adult total earnings

[↓ Download XLS](#)

[94 KB]

Table 10c. Average weekly earnings, industry, Australia (dollars) - original - males, total earnings

[↓ Download XLS](#)

[93.5 KB]

Table 10d. Average weekly earnings, industry, Australia (dollars) - original - females, full time adult ordinary time earnings

[↓ Download XLS](#)

[94.5 KB]

Table 10e. Average weekly earnings, industry, Australia (dollars) - original - females, full time adult total earnings

[!\[\]\(67ff03cf65ccc82e8f8a1ac673faf193_img.jpg\) Download XLS](#)

[94 KB]

Table 10f. Average weekly earnings, industry, Australia (dollars) - original - females, total earnings

[!\[\]\(5ecd0a8be72909e00a43c3de93c00f44_img.jpg\) Download XLS](#)

[94 KB]

Table 10g. Average weekly earnings, industry, Australia (dollars) - original - persons, full time adult ordinary time earnings

[!\[\]\(341b5bdc31177a6c7da7dc713da0d169_img.jpg\) Download XLS](#)

[94 KB]

Table 10h. Average weekly earnings, industry, Australia (dollars) - original - persons, full time adult total earnings

[!\[\]\(65e8f8322c024ac6fcf86b65a793ebdd_img.jpg\) Download XLS](#)

[93.5 KB]

Table 10i. Average weekly earnings, industry, Australia (dollars) - original - persons, total earnings

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[94 KB]

Table 12a. Average weekly earnings, New South Wales (dollars) - seasonally adjusted

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[62 KB]

Table 12b. Average weekly earnings, Victoria (dollars) - seasonally adjusted

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[62 KB]

Table 12c. Average weekly earnings, Queensland (dollars) - seasonally adjusted

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[62 KB]

Table 12d. Average weekly earnings, South Australia (dollars) - seasonally adjusted

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[62.5 KB]

Table 12e. Average weekly earnings, Western Australia (dollars) - seasonally adjusted

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[62 KB]

Table 12f. Average weekly earnings, Tasmania (dollars) - seasonally adjusted

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[62.5 KB]

Table 12g. Average weekly earnings, Northern Territory (dollars) - seasonally adjusted

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[62 KB]

Table 12h. Average weekly earnings, Australian Capital Territory (dollars) - seasonally adjusted

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[62 KB]

Table 13a. Average weekly earnings, New South Wales (dollars) - original

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[73.5 KB]

Table 13b. Average weekly earnings, Victoria (dollars) - original

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[74 KB]

Table 13c. Average weekly earnings, Queensland (dollars) - original

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[73.5 KB]

Table 13d. Average weekly earnings, South Australia (dollars) - original

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[74 KB]

Table 13e. Average weekly earnings, Western Australia (dollars) - original

[!\[\]\(0ed1d0a46b0441c5e79a66e5d8f92ca5_img.jpg\) Download XLS](#)

[74 KB]

Table 13f. Average weekly earnings, Tasmania (dollars) - original

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[73.5 KB]

Table 13g. Average weekly earnings, Northern Territory (dollars) - original

[!\[\]\(6b01ea4b684d505bfddfcab4dd0e2003_img.jpg\) Download XLS](#)

[73.5 KB]

Table 13h. Average weekly earnings, Australian Capital Territory (dollars) - original

[!\[\]\(59d7691f430c5d4fccf43190021038e9_img.jpg\) Download XLS](#)

[73.5 KB]

Table 14a. Average weekly earnings, private and public sectors, New South Wales (dollars) - original - persons

[!\[\]\(af9072107bc8b9304abb99c80a6fe165_img.jpg\) Download XLS](#)

[68.5 KB]

Table 14b. Average weekly earnings, private and public sectors, Victoria (dollars) - original - persons

[!\[\]\(90164f74041f71b612f1c8605a7ede54_img.jpg\) Download XLS](#)

[68.5 KB]

Table 14c. Average weekly earnings, private and public sectors, Queensland (dollars) - original - persons

[!\[\]\(1a2e9c86c2a63dd0890db1012b677415_img.jpg\) Download XLS](#)

[68.5 KB]

Table 14d. Average weekly earnings, private and public sectors, South Australia (dollars) - original - persons

[!\[\]\(1a0ecb0f44016aa353f6ecdd79a3699d_img.jpg\) Download XLS](#)

[68.5 KB]

Table 14e. Average weekly earnings, private and public sectors, Western Australia (dollars) - original - persons

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[68.5 KB]

Table 14f. Average weekly earnings, private and public sectors, Tasmania (dollars) - original - persons

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[68.5 KB]

Table 14g. Average weekly earnings, private and public sectors, Northern Territory (dollars) - original - persons

[!\[\]\(fa291c831d2fdb755d984f29e26b6349_img.jpg\) Download XLS](#)

[68.5 KB]

Table 14h. Average weekly earnings, private and public sectors, Australian Capital Territory (dollars) - original - persons

[!\[\]\(c62fd5e60374435f1042392f36bb95e1_img.jpg\) Download XLS](#)

[69 KB]

All time series spreadsheets

[!\[\]\(1f06d1638b7bf9105e482fb4fdb05a2f_img.jpg\) Download ZIP](#)

[1.44 MB]

Data cubes

Table 15: Average weekly cash earnings, Australia by sector (dollars) - original

[!\[\]\(622978af0987ec07858cbbcdb483152f_img.jpg\) Download XLS](#)

[579.5 KB]

Table 16: Average weekly cash earnings, state by sector (dollars) - original

↓ [Download XLS](#)

[3.9 MB]

Table 17: Average weekly cash earnings, industry, Australia (dollars) - original

↓ [Download XLS](#)

[2.79 MB]

All data cubes

↓ [Download ZIP](#)

[1.66 MB]

Article archive

[Spotlight - increases in average weekly earnings - compositional changes during the COVID-19 period \(/statistics/labour/earnings-and-work-hours/average-weekly-earnings-australia/may-2020#spotlight-increases-in-average-weekly-earnings-compositional-changes-during-the-covid-19-period\)](#)

[Spotlight - comparing average weekly earnings with other measures of earnings \(/statistics/labour/earnings-and-work-hours/average-weekly-earnings-australia/may-2020#spotlight-comparing-average-weekly-earnings-with-other-measures-of-earnings\)](#)

[Spotlight - average weekly earnings survey methods during COVID-19 \(/statistics/labour/earnings-and-work-hours/average-weekly-earnings-australia/may-2020#spotlight-average-weekly-earnings-survey-methods-during-covid-19\)](#)

Previous catalogue number

This release previously used catalogue number 6302.0.

Methodology

[Average Weekly Earnings, Australia methodology, November 2020](#)